

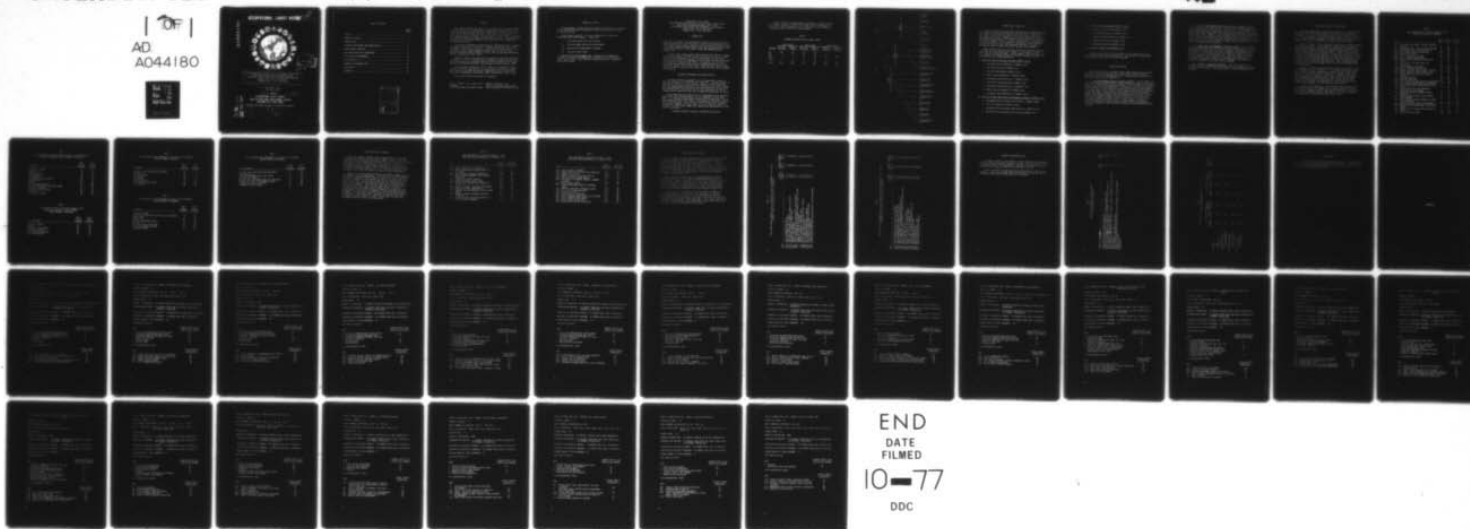
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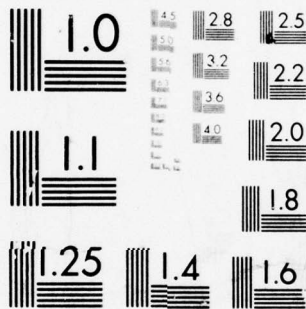
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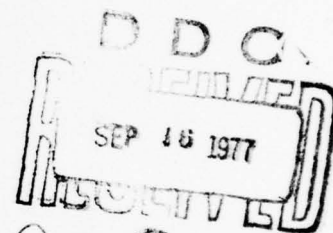
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OCCUPATIONAL SURVEY REPORT.

Mar-Apr 76,

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(Final)



MINUTEMAN HARDENED INTERSITE CABLE MAINTENANCE CAREER LADDER
CABLE INSTALLATION/MAINTENANCE CAREER LADDER
OUTSIDE WIRE INSTALLATION AND MAINTENANCE SUPERINTENDENT
(AFSC'S 361X1, 361X2, AND 36194)
(FORMERLY AFSC'S 361X3 AND 361X4)

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USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Missile Systems Cable Maintenance/Splicing Specialists and Cable Maintenance/Splicing Specialists Career Ladder, AFSC's 36133, 36153, 36173, 36134, 36154, 36174, and 36194. The project was directed by USAF Program Technical Training, Volume 2, dated 1 October 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. Reginald G. Nolte, Inventory Development Specialist. Mr. Harry G. Lawrence analyzed the survey data. Mr. James B. Keeth and Mr. Hendrick W. Ruck wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

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SUMMARY OF RESULTS

1. Survey Coverage. Survey results are based on responses from 74 percent of the assigned personnel holding DAFSC 361X3, and 46 percent of those holding DAFSC 361X4.

2. Career Ladder Structure. Four major groupings were identified within these two career ladders. These were:

- I. Cable Maintenance Splicing Personnel
- II. Missile Systems Cable Splicing Personnel
- III. Supervision and Management Personnel
- IV. Technical School Staff

3. DAFSC 361X3 and 361X4 Comparisons. Survey results showed that personnel in both career ladders were performing a fairly substantial common core of tasks. Also, there was some similarities in equipment used by both groups.

OCCUPATIONAL SURVEY REPORT
MINUTEMAN HARDENED INTERSITE CABLE MAINTENANCE CAREER LADDER
CABLE INSTALLATION/MAINTENANCE CAREER LADDER
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(AFSC'S 361X1, 361X2, AND 36194)
(FORMERLY AFSC'S 361X3 AND 361X4)

INTRODUCTION

This is a report of an occupational survey of the Missile Systems Cable Maintenance/Splicing (AFSC 361X3) and Cable Maintenance/Splicing (AFSC 361X4) Career Ladders, conducted by the Occupational Survey Branch of the USAF Occupational Measurement Center during March and April 1976. The previous survey of these career ladders was completed during January 1970.

In April 1977, several minor changes were made to AFM 39-1, Airman Classification Manual, to more clearly reflect current duties, responsibilities, and terminology. As part of this change, the title for AFSC 361X3 was changed to Minuteman Hardened Intersite Cable Maintenance and the AFSC was changed to AFS 361X1. In addition, the title for AFSC 361X4 was changed to Cable Installation/Maintenance and the AFSC became AFSC 361X2. Since the old AFSC's 361X3 and 361X4 were in effect during the administration of this survey, they have been used throughout this report.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-361-203 and 90-361-204. Thorough research of publications relevant to the two career ladders, personal interviews with nine subject-matter specialists at five bases, and written reviews from 54 experienced Missile Systems Cable Maintenance/Splicer and Cable Maintenance Splicing Specialists led to final development of the job inventory which consists of 503 task statements grouped under 13 duties.

Consolidated base personnel offices in operational units worldwide administered the inventory booklets to 143 incumbents holding DAFSC 361X3, or 74 percent of the total assigned AFSC 361X3 personnel, and to 282 incumbents holding DAFSC 361X4, or 46 percent of the total assigned DAFSC 361X4 personnel. While the percentage of AFSC 361X4 incumbents surveyed was somewhat less than ideal, it is felt that the sampling of incumbents in both career ladders was adequate and representative of the overall populations.

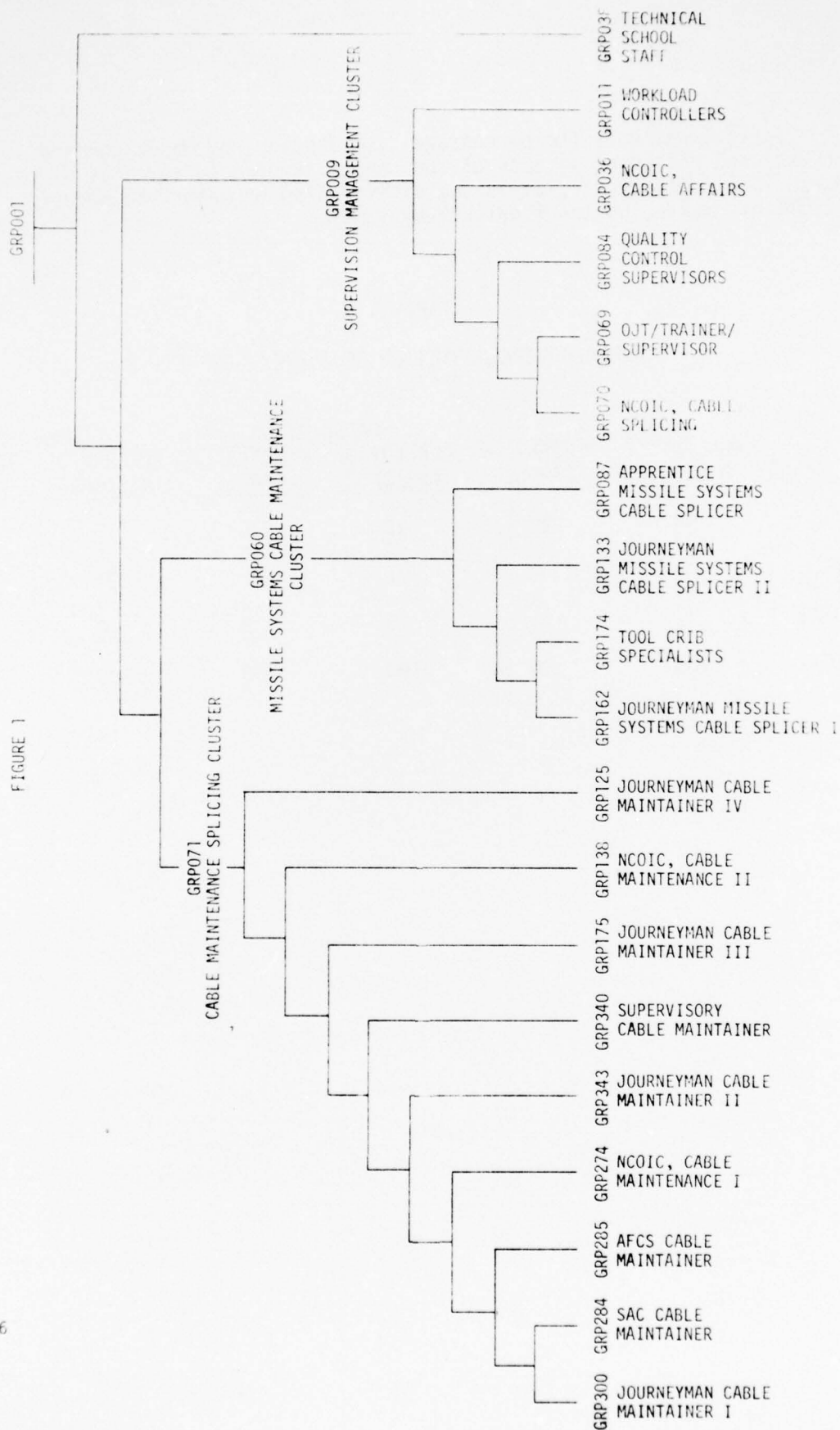
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Table 1 reflects the percentage distribution, by major commands, of assigned personnel in each of the career ladders surveyed as of March 1976. Also reflected is the distribution by major command of incumbents making up the final survey sample.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	DAFSC 361X3		DAFSC 361X4		DAFSC 36194	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
SAC	98	97	10	16	-	-
ATC	2	2	8	5	1	-
AFCS	-	-	77	72	91	100
AFSC	-	-	-	5	-	-
OTHER	-	1	5	2	8	-
TOTAL	100	100	100	100	100	100

FIGURE 1



CAREER LADDER STRUCTURE

The job structure of the Missile Systems Cable Maintenance/Splicing (AFS 361X3) and Cable Maintenance/Splicing (AFS 361X4) Career Ladders was examined on the basis of similarities in the tasks performed and time spent on tasks by incumbents in the field, independent of DAFSC or other background factors. The computer printouts used in this part of the analysis helped identify: (1) tasks which tend to be performed by the same incumbents; (2) the breadth or narrowness of jobs performed in the field; and (3) tasks and background characteristics used to distinguish among different jobs within the two career ladders.

Based on task similarity, the best division of the jobs performed in the AFS 361X3 and 361X4 career ladders is illustrated in Figure 1. These jobs are identified below. The GRP numbers shown with each group is a reference to computer printed information included for use by classification and training officials.

I. Cable Maintenance Splicing Personnel (GRP071, N=220)

- a. Journeyman Cable Maintainer I (GRP300, N=40)
- b. SAC Cable Maintainer (GRP284, N=6)
- c. AFCS Cable Maintainer (GRP285, N=17)
- d. NCOIC, Cable Maintenance I (GRP274, N=18)
- e. Journeyman Cable Maintainer II (GRP343, N=18)
- f. Supervisory Cable Maintainer (GRP340, N=8)
- g. Journeyman Cable Maintainer III (GRP175, N=8)
- h. NCOIC, Cable Maintenance II (GRP183, N=8)
- i. Journeyman Cable Maintainer IV (GRP125, N=35)

II. Missile Systems Cable Splicing Maintenance Personnel (GRP060, N=74)

- a. Journeyman Missile Systems Cable Splicer I (GRP162, N=46)
- b. Tool Crib Specialist (GRP174, N=46)
- c. Journeyman Missile Systems Cable Splicer II (GRP133, N=13)
- d. Apprentice Missile Systems Cable Splicer (GRP087, N=6)

III. Supervision and Management (GRP009, N=82)

- a. NCOIC, Cable Splicing (GRP070, N=28)
- b. OJT/Trainer/Supervisor (GRP069, N=7)
- c. Quality Control Supervisor (GRP084, N=7)
- d. NCOIC, Cable Affairs (GRP036, N=8)
- e. Workload Controller (GRP011, N=14)

IV. Technical School Staff (GRP038, N=10)

Eighty-seven percent of the incumbents in the sample were found to be in the four major groups listed above. The remaining 13 percent were not associated with any of the groups reported.

GROUP DESCRIPTIONS

Brief descriptions of the major groups which encompass the important functions of the AFS 361X3 and 361X4 career ladders are given below. Complete summaries of representative tasks and background information for each group can be found in Appendix A.

I. Cable Maintenance Splicing Personnel (GRP071). The 220 members of this large group hold DAFSC 361X4. Members average 34 months in the career field. Task performance among these members is fairly broad, with 176 out of the 267 total tasks being performed by 50 percent or more of the incumbents. Tasks performed by these personnel include the operation and maintenance of vehicles (particularly splicer trucks); testing manholes for combustible or poisonous gases, removing water from manholes, and erecting manhole guards; identifying conductors and establishing talking circuits in both working and nonworking cables; locating cable faults or splicer errors using test equipment; testing circuits or cable pairs for continuity or resistance; testing cables for shorts, crosses, grounds, or opens; splicing communication cables, plastic-sheathed cables, lead-sheathed cables, and conductors; and flash testing splices and lead-sheathed joints or seams.

II. Missile Systems Cable Splicing Maintenance Personnel (GRP060).

The 74 members of this group are all assigned to SAC and hold DAFSC 361X3. The task performance of this group is not as broad as that of GRP071, with much of their time being spent pressurizing and checking pressurized cable systems, performing cable tests, and working with aviation tool incorporated (ATI) splice cases. However, just as members of GRP071, these members also spend a fairly large percent of their time operating and maintaining vehicles such as splicer trucks; splicing communication cables and conductors; testing cables for shorts, crosses, grounds, or opens; and testing circuits on cable pairs for continuity and resistance.

III. Supervision and Management Personnel (GRP009).

The 83 members of this cluster spend much of their time on supervisory tasks. Forty-six percent of this group are 5- or 7-skill level AFS 361X3 personnel; 35 percent are 5- or 7-skill level AFS 361X4 incumbents; and 19 percent hold DAFSC 36194. Sixty-eight percent of their total job time is spent on Duties A through C of the job inventory. Tasks most commonly performed include determining work priorities, conducting team briefings or debriefings, inspecting in-process work or equipment, and counseling personnel on personal or military related problems.

IV. Technical School Staff (GRP038).

This small group of 10 incumbents are all assigned to the technical training school and perform primarily training tasks. The average number of tasks performed is only 12 tasks.

DAFSC 361X3 AND 361X4 COMPARISONS

During the course of this survey, the possibility of combining the DAFSC 361X3 and 361X4 career ladders into a single career ladder was discussed. As an aid in assisting the career field functional manager and classification personnel to decide the proper course of action regarding this proposed change in structure, a series of tables are presented which reflect similarities and differences in these two career ladders.

Table 2 lists the 27 tasks performed by 50 percent or more of personnel in both career ladders. Also reflected is the percentage of personnel performing these tasks in the combined configuration. In addition to these 27 tasks, another 32 tasks not shown are performed by 40 percent or more of the personnel in both career ladders. These 32 tasks include erecting barriers around open trenches or pits, operating splicer trucks, bending or arranging buried cables for splicing, performing final checks on cable pairs, identifying conductors and establishing talking circuits in working cables, locating cable faults or splicer errors using test equipment, and straight-splicing conductors. Thus, there does appear to be a fairly substantial common core of tasks being performed across both DAFSC groups.

Equipment similarities and differences between the two AFSC groups are reflected in Tables 3 through 7. As with task performance, there is some common equipment being used by members of both career ladders. One note of interest should be pointed out in relation to the test equipment used by both groups. While Table 7 reflects test equipment used predominately by 361X4 personnel, there was no test equipment being used predominately by 361X3 personnel. Those items of test equipment being used by high percentages of 361X3 personnel are also used by high percentages of 361X4 personnel (See Table 4).

In conclusion, therefore, it was found that both 361X3 and 361X4 personnel are performing a common core of tasks and are also using some pieces of common equipment items and test equipment. While there are tasks and equipment unique to each AFSC, it is felt that these differences do not preclude combining the two AFSCs.

TABLE 2

TASKS PERFORMED BY 50 PERCENT OR MORE OF BOTH
DAFSC 361X3 AND 361X4 PERSONNEL

TASK	DAFSC 361X3	DAFSC 361X4	COMBINED SAMPLE
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	60	80	71
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	61	78	70
I337 CLEAR CABLE ENDS OR TEST FOR DEFECTS	60	77	69
F217 WASH OR WAX VEHICLES OR TRAILERS	69	72	68
J389 FLASH TEST SPLICES	57	76	67
J395 SET UP CABLES FOR SPLICING	55	77	67
G250 PLACE OR OPERATE WATER PUMPS	57	72	65
M468 CHARGE CABLE SYSTEMS WITH NITROGEN OR DRY AIR	64	70	65
H330 TEST CIRCUITS OR CABLE PAIRS FOR CONTINUITY	58	72	65
H323 SPLICE COMMUNICATION CABLES	52	74	64
I379 REMOVE OR INSTALL SPLICE CASES	64	68	64
G218 BACKFILL SPLICING PITS OR CABLE TRENCHES	50	72	63
C108 INSPECT HAND OR SPECIAL PURPOSE TOOLS	50	69	62
C126 INSPECT VEHICLES OR SPECIAL PURPOSE EQUIPMENT	56	65	62
G221 CLEAN SPLICING PITS	51	72	62
F201 MAINTAIN HAND TOOLS	54	66	60
H331 TEST CIRCUITS OR CABLE PAIRS FOR RESISTANCE	50	68	60
H333 TEST INSULATION RESISTANCE OF CONDUCTORS	51	67	60
I356 LOCATE CABLE ROUTES USING PLANT-IN-PLACE RECORDS	51	68	60
J397 SPLICE CONDUCTORS USING MECHANICAL CONNECTORS OR SCOTCH LOCKS	56	66	60
M495 REMOVE OR REPLACE EXPENDED NITROGEN CYLINDERS	58	59	57
M483 LOCATE PRESSURE LOSSES USING PRESSURE TESTING GAUGES	53	60	56
M497 TAKE PERIODIC PRESSURE READINGS AT CABLE PRESSURE VALVES	51	62	56
K419 FLASH TEST SPLICE CASES AFTER ASSEMBLY	61	54	54
G228 DOWNLOAD SPLICING MATERIALS FROM SPLICER TRUCKS	57	55	53
M469 CHARGE REELS OF CABLES WITH NITROGEN OR DRY AIR	57	53	52
G241 LOAD OR OFFLOAD TRUCKS	58	51	51

TABLE 3

WORK EQUIPMENT USED BY 30 PERCENT OR MORE OF BOTH DAFSC 361X3
AND 361X4 PERSONNEL (PERCENT MEMBERS RESPONDING)

<u>EQUIPMENT</u>	<u>DAFSC 361X3 PERSONNEL</u>	<u>DAFSC 361X4 PERSONNEL</u>
NITROGEN CYLINDERS	77	88
LADDERS	49	85
CRIMPING TOOLS	73	77
SPlicing TRUCKS	34	77
WATER PUMPS	68	77
PRESSURE TESTING REGULATORS	61	73
SPlicing KITS	46	72
HEATERS	77	69
TRAFFIC WARNING DEVICES	41	69
AIR DRYER COMPRESSORS AND METER PANELS	71	60
PORTABLE GENERATORS	64	60
PORTABLE LIGHTING DEVICES	59	58
SAFETY KITS	38	47
CABLE REEL TRAILERS	34	46

TABLE 4

TEST EQUIPMENT USED BY 30 PERCENT OR MORE OF BOTH
DAFSC 361X3 AND DAFSC 361X4 PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>TEST EQUIPMENT</u>	<u>DAFSC 361X3 PERSONNEL</u>	<u>DAFSC 361X4 PERSONNEL</u>
SPLICER'S HEADSETS	65	89
MEGGERS	76	88
PRESSURE TESTING GAUGES	68	87
MULTIMETER AN/PSM-6	78	86
PIPE AND CABLE LOCATORS	54	66
WHEATSTONE BRIDGES	75	58

TABLE 5

WORK EQUIPMENT USED PREDOMINATELY BY DAFSC 361X3 PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>EQUIPMENT</u>	<u>DAFSC 361X3 PERSONNEL</u>	<u>DAFSC 361X4 PERSONNEL</u>
LAUNCH FACILITY PENETRATION EQUIPMENT	65	0
SURVIVAL KITS	62	6
TRACTOR-TRAILERS	61	5
DUMP TRUCKS	58	3
TUBE CUTTERS	77	25
TRACTOR-BACKHOES	70	21
FAULT ALARM LOCATOR PANELS	69	22
TILT TRAILERS	56	13

TABLE 6

WORK EQUIPMENT USED PREDOMINATELY BY DAFSC 361X4 PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>EQUIPMENT</u>	<u>DAFSC 361X3 PERSONNEL</u>	<u>DAFSC 361X4 PERSONNEL</u>
CLIMBING EQUIPMENT	0	71
PRESTO-LITE, BLOW TORCH FIRE POT, OR GAS FURNACES	6	77
GROUND TENTS	9	75
STENCIL KITS	19	78
WALKING OR MEASURING WHEELS	15	72
DISK SETS	0	54
SPLICERS HARDLINE AND BUCKET	18	67
VENTILATOR BLOWERS OR SAILS	3	52
SOLDERING COPPERS	4	52

TABLE 7

TEST EQUIPMENT USED PREDOMINATELY BY DAFSC 361X4 PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>TEST EQUIPMENT</u>	<u>DAFSC 361X3 PERSONNEL</u>	<u>DAFSC 361X4 PERSONNEL</u>
91A TEST SETS (147B AMPLIFIERS AND PARTS)	0	80
EXPLORING COILS	3	78
INSULATION BREAKDOWN TEST SETS (816/U)	5	77
76C TEST SETS (420/U)	13	78
TBA/5100 TOXIC AND COMBUSTIBLE GAS INDICATORS	6	69
SILENT BUZZER TEST SETS (MURPHY TESTER)	9	66
PORTABLE PRESSURE TESTING KITS	11	64
ULTRASONIC LEAK DETECTORS	22	71

FIRST-TERM JOB PERFORMANCE

During the analysis process, the task performance of first-term incumbents was looked at for both career ladders. Table 8 lists those tasks which were performed by 70 percent or more of the first-term personnel holding DAFSC 361X3, along with the difficulty index for each task. In most cases, most of the time-consuming tasks were not that difficult. Only two of the tasks listed in Table 8 were found to be above average in difficulty (average difficulty is 5.0). These two tasks were remove or install splice cases and install or remove air-dryer compressors.

Table 9 lists those tasks performed by 85 percent or more of first-term personnel holding DAFSC 361X4. Like the job of all 361X4 members as discussed in the CAREER LADDER STRUCTURE section, the job of the 361X4 first-term incumbent is much broader than that of the 361X3 first-term airman. While only one task was performed by more than 80 percent of 361X3 first termers, 48 tasks were performed by more than 80 percent of 361X4 first termers. This indicates that very few different jobs are performed by first termers holding DAFSC 361X4. In terms of difficulty, more of the tasks being performed by 361X4 personnel were above average in difficulty, as compared to those performed by 361X3 incumbents. Of those tasks listed in Table 9, four were above average in difficulty. These were splice communication cables; test cables for shorts, crosses, grounds, or opens; set up cables for splicing; and prepare materials for splicing operations.

TABLE 8
TASKS PERFORMED BY 70 PERCENT OR MORE OF FIRST
TERM DAFSC 361X3 RESPONDENTS (1-48 MONTHS AFMS)

TASK	TASK DIFFICULTY	PERCENT PERFORMING
F217 WASH OR WAX VEHICLES OR TRAILERS	2.4	81
K423 INSTALL GRIPPERS OR BONDING STRAPS IN ATI CASES	4.8	78
M500 TEST OR ADJUST PRESSURE CONTACTORS	4.8	78
K421 INJECT EPOXY COMPOUNDS IN ATI GRIPPER ASSEMBLIES	4.5	77
K415 CLEAN SPLICE CASES OR PARTS	3.7	77
I379 REMOVE OR INSTALL SPLICE CASES	6.3	74
M468 CHARGE CABLE SYSTEMS WITH NITROGEN OR DRY AIR	3.9	74
H298 INSTALL OR REMOVE AIR-DRYER COMPRESSORS	6.0	73
I373 REMOVE OR INSTALL DEMI-VALVES	4.3	73
G228 DOWNLOAD SPLICING MATERIALS FROM SPLICER TRUCKS	2.7	71
M495 REMOVE OR REPLACE EXPENDED NITROGEN CYLINDERS	3.2	70
M463 ADJUST PRESSURE REGULATORS CONTROLS TO MAINTAIN CABLE PRESSURES	4.2	70

TABLE 9

TASKS PERFORMED BY 85 PERCENT OR MORE OF FIRST
TERM DAFSC 361X4 RESPONDENTS (1-48 MONTHS AFMS)

TASK	TASK DIFFICULTY	PERCENT PERFORMING
H278 INSTALL BONDS OR GROUNDS	4.7	89
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	5.3	88
I371 REMOVE LEAD SLEEVES	4.9	88
I372 REMOVE OR INSTALL AUXILIARY SLEEVES	5.6	88
J406 SPLICE PLASTIC-SHEATHED CABLES	5.9	88
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	6.1	88
G231 ERECT MANHOLE GUARDS	2.4	86
I342 ESTABLISH TALKING CIRCUITS IN WORKING CABLES	4.9	86
I344 IDENTIFY CONDUCTORS IN WORKING CABLES	5.7	86
J388 DRY SPLICES USING DESSICANTS	4.2	86
J389 FLASH TEST SPLICES	4.3	86
J412 STRAIGHT-SPLICE CONDUCTORS	5.4	86
H269 BEND OR ARRANGE BURIED CABLES FOR SPLICING	5.1	85
H323 SPLICE COMMUNICATIONS CABLES	7.3	85
J395 SET UP CABLES FOR SPLICING	5.6	85
L453 PREPARE LEAD SLEEVES FOR SEALING	4.5	85

TASK DIFFICULTY ANALYSIS

From a listing of airmen identified for the AFS 361X3 and AFS 361X4 occupational survey, 42 seven and 9-skill level incumbents from both career ladders were selected for rating task difficulty. Tasks were rated on a 9-point scale from very-low difficulty (one) to very-high difficulty (nine), with difficulty defined as the length of time required for an average incumbent to learn to do the task. Interrater agreement among the 42 raters was .94, indicating a high level of agreement among the raters. Rating values were converted so that tasks of average difficulty have a rating of 5.0.

Tables 10 and 11 present tasks having above average and below average difficulty, as well as percent members performing each task for each career ladder. Generally, tasks involving communication cable tests and corrective functions and installing communications systems cables were found to be fairly difficult. On the other hand, tasks dealing with preparing and maintaining work areas, operating splicer trucks, and maintaining hand tools were below average in difficulty.

In looking at the difficulty of tasks performed by members of each career ladder, it is clear that 361X4 personnel, in general, are performing a more diverse set of tasks of both above and below average difficulty. Their overall job seems to be more difficult than the average job performed by 361X3 personnel. Thus, cross-training job incumbents from AFS 361X4 to AFS 361X3 would be much easier than cross training personnel from AFS 361X3 to AFS 361X4.

TABLE 10

TASKS RATED ABOVE AVERAGE (5.00) IN DIFFICULTY THAT ARE PERFORMED BY 40 PERCENT
OR MORE OF BOTH DAFSC 361X3 AND 361X4 PERSONNEL

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS	
		DAFSC 361X3	DAFSC 361X4
H323 SPlice COMMUNICATION CABLES	6.8	52	74
I379 REMOVE OR INSTALL SPLICE CASES	5.9	64	68
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	5.8	60	80
H317 PERFORM FINAL CHECKS ON CABLE PAIRS	5.8	40	67
C123 INSPECT TEST EQUIPMENT	5.6	45	65
M483 LOCATE PRESSURE LOSSES USING PRESSURE TESTING GAUGES	5.5	53	60
I354 LOCATE OR DETERMINE DEPTH OR BURIED CABLES, PIPES, OR OTHER COMPONENTS USING TEST EQUIPMENT	5.5	43	68
I344 IDENTIFY CONDUCTORS IN WORKING CABLES	5.3	47	76
I356 LOCATE CABLE ROUTES USING PLANT-IN-PLACE RECORDS	5.3	51	68
J395 SET UP CABLES FOR SPLICING	5.2	55	77
H333 TEST INSULATION RESISTANCE OF CONDUCTS	5.2	51	67
H331 TEST CIRCUITS OR CABLE PAIRS FOR RESISTANCE	5.2	50	68
J412 STRAIGHT-SPLICE CONDUCTORS	5.1	44	72
I357 LOCATE CABLES USING CABLE RECORDS OR CABLE SPLICING DIAGRAMS	5.1	44	68

TABLE 11

TASKS RATED BELOW AVERAGE (5.00) IN DIFFICULTY THAT ARE PERFORMED BY 40 PERCENT
OR MORE OF BOTH DAFSC 361X3 AND 361X4 PERSONNEL

TASK	TASK DIFFICULTY INDEX	PERCENT MEMBERS	
		DAFSC 361X3	DAFSC 361X4
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	4.9	61	78
H330 TEST CIRCUITS OR CABLE PAIRS FOR CONTINUITY	4.9	58	72
H269 BEND OR ARRANGE BURIED CABLES FOR SPLICING	4.9	48	71
C126 INSPECT WORK AREAS FOR HAZARDOUS WORKING CONDITIONS	4.8	56	65
J397 SPLICER CONDUCTORS USING MECHANICAL CONNECTORS OR SCOTCH LOCKS	4.6	56	66
G243 OPERATE SPLICER TRUCKS	4.4	44	74
I337 CLEAR CABLE ENDS OR TEST FOR DEFECTS	4.3	60	77
G218 BACKFILL SPLICING PITS OR CABLE TRENCHES	4.0	50	72
C108 INSPECT HAND OR SPECIAL PURPOSE TOOLS	3.9	50	69
M468 CHARGE CABLE SYSTEMS WITH NITROGEN OR DRY AIR	3.9	64	70
G250 PLACE OR OPERATE WATER PUMPS	3.7	57	72
F201 MAINTAIN HAND TOOLS	3.7	54	66
G229 ERECT GROUND OR AERIAL TENTS	2.6	49	70
F217 WASH OR WAX VEHICLES OR TRAILERS	2.4	69	72

SUMMARY OF BACKGROUND DATA

As shown in Table 12, most members of both career ladders entered the field by completing resident technical training. However, a fairly large percentage of DAFSC 361X4 personnel (15 percent) also entered the career field via Direct Duty Assignment (DDA) from basic training.

Table 13 reflects the job satisfaction of personnel in both career ladders. In most cases, DAFSC 361X4 personnel were clearly more satisfied with their jobs than were DAFSC 361X3 job incumbents.

TABLE 12
METHOD OF ASSIGNMENT TO CAREER LADDERS
(PERCENT MEMBERS RESPONDING)

METHOD OF ASSIGNMENT	AFS 361X3	AFS 361X4
COMPLETING RECIDANT TECHNICAL TRAINING	76	45
BEING RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	0	5
DIRECT DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	2	15
DDA FROM BASIC TRAINING BY BYPASS TEST	1	2
BEING CONVERTED FROM ANOTHER AIR FORCE SPECIALTY, WITHOUT TRAINING BY CLASSIFICATION	0	4
BOARD ACTION	15	19
BEING RETRAINED FROM ANOTHER SPECIALTY	3	7
REENLISTING AFTER PRIOR SERVICE IN UNITED STATES AIR FORCE, OR FROM ANOTHER	3	3
BRANCH OF SERVICE		
NO RESPONSE		

TABLE 13

JOB SATISFACTION INDEXES FOR DAFSC 361X3 AND DAFSC 361X4 PERSONNEL
(PERCENT MEMBERS RESPONDING)

	DAFSC 361X3 PERSONNEL			DAFSC 361X4 PERSONNEL			COMBINED DATA ON PERSONNEL SURVEYED DURING 1976
	FIRST ENLISTMENT	SECOND ENLISTMENT	TOTAL SAMPLE DAFSC 361X3 PERSONNEL	FIRST ENLISTMENT	SECOND ENLISTMENT	TOTAL SAMPLE DAFSC 361X4 PERSONNEL	
<u>JOB INTEREST</u>							
DULL	17	19	14	5	4	5	9
SO-SO	20	24	20	9	11	9	11
INTERESTING	63	67	66	86	85	86	80
<u>UTILIZATION OF TALENTS</u>							
NOT AT ALL OR VERY LITTLE AT LEAST FAIRLY WELL	29 71	12 88	20 80	9 91	10 90	9 91	15 85
<u>UTILIZATION OF TRAINING</u>							
NOT AT ALL OR VERY LITTLE AT LEAST FAIRLY WELL	70 30	36 64	52 48	57 43	60 40	45 55	17 83
<u>REENLISTMENT PLANS</u>							
NO OR PROBABLY NO	70	36	52	57	60	45	27
YES OR PROBABLY YES	30	64	48	43	40	55	73

CONCLUSIONS

Both DAFSC 361X3 and 361X4 personnel are performing a common core of tasks and are also using some common items of equipment. While there are tasks and equipment unique to each AFSC, it is felt that these differences do not preclude combining the two AFSCs.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP071, CABLE MAINTENANCE SPLICING PERSONNEL

PERCENT OF SAMPLE: 50%

MAJOR COMMAND DISTRIBUTION: AFCS 75% SAC 18% AFSC 5% PACAF 2%

DAFSC DISTRIBUTION: 36134 (11%), 36154 (72%), 36174 (17%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 66 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 92 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 195

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	17
G PREPARING AND MAINTAINING WORK AREAS	17
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	14
D TRAINING	11
L SEALING CABLES	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I337 CLEAR CABLE ENDS OR TEST FOR DEFECTS	96
I342 ESTABLISH TALKING CIRCUITS IN WORKING CABLES	96
I395 SET UP CABLES FOR SPLICING	96
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	96
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	95

GROUP ID NUMBER AND TITLE: GRP300, JOURNEYMAN CABLE MAINTAINER I

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: AFCS 70% SAC 22% ATC 8%

DAFSC DISTRIBUTION: 36134 (8%), 36154 (82%), 36174 (10%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 95 PERCENT FAIRLY INTERESTING TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 98 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 207

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	18
G PREPARING AND MAINTAINING WORK AREAS	17
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	14
L SEALING CABLES	11
J SPLICING CABLES	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	100
G259 REMOVE WATER FROM MANHOLES OR SPLICE PITS	100
G257 REMOVE OR REPLACE MANHOLE COVERS	97
G243 OPERATE SPLICER TRUCKS	95
H323 SPLICE COMMUNICATION CABLES	95

GROUP ID NUMBER AND TITLE: GRP284, SAC CABLE MAINTAINER

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC 86% AFCS 14%

DAFSC DISTRIBUTION: 36134 (17%), 36154 (83%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 86 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 90 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 186

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PREPARING AND MAINTAINING WORK AREAS	19
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	17
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	14
J SPLICING CABLES	13
L SEALING CABLES	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C111 INSPECT MANHOLES OR UNDERGROUND CABLE SPLICES	100
G220 CLEAN MANHOLES	100
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	100
J388 DRY SPLICES USING DESICCANTS	100
L453 PREPARE LEAD SLEEVES FOR SEALING	100

GROUP ID NUMBER AND TITLE: GRP285, AFCS CABLE MAINTAINER

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AFCS 72% SAC 22% ATC 6%

DAFSC DISTRIBUTION: 36134 (11%), 36154 (89%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 11 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 95 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 164

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	21
G PREPARING AND MAINTAINING WORK AREAS	19
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	16
J SPLICING CABLES	14
L SEALING CABLES	13

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I341 ESTABLISH TALKING CIRCUITS IN NONWORKING CABLES	100
I342 ESTABLISH TALKING CIRCUITS IN WORKING CABLES	100
I372 REMOVE OR INSTALL AUXILIARY SLEEVES	100
I391 IDENTIFY OR TAG CABLE PAIRS	100
J389 FLASH TEST SPLICES	100

GROUP ID NUMBER AND TITLE: GRP274, NCOIC, CABLE MAINTENANCE I

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 70% SAC 30%

DAFSC DISTRIBUTION: 36154 (50%), 36174 (50%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 90 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 90 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 280

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	12
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	12
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	11
G PREPARING AND MAINTAINING WORK AREAS	10
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B77 SUPERVISE CABLE SPLICING SPECIALISTS (AFSC 36154)	100
I354 LOCATE OR DETERMINE DEPTH OF BURIED CABLES, PIPES, OR OTHER COMPONENTS USING TEST EQUIPMENT	100
I356 LOCATE CABLE ROUTES USING PLANT-IN-PLACE RECORDS	100
J402 SPLICE LEAD-SHEATHED CABLES	100
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	100

GROUP ID NUMBER AND TITLE: GRP343, JOURNEYMAN CABLE MAINTAINER II

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: AFCS 91% AFSC 3% SAC 4%

DAFSC DISTRIBUTION: 36154 (87%), 36174 (13%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 24 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 91 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 87 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 327

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	18
G PREPARING AND MAINTAINING WORK CABLES	15
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	13
J SPLICING CABLES	10
C INSPECTING AND EVALUATING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	42
J406 SPLICE PLASTIC-SHEATHED CABLES	41
J412 STRAIGHT-SPLICE CONDUCTORS	41
L444 INSTALL LEAD CABLE SLEEVES	41
J387 DETERMINE LOCATIONS OR SIZES OF SPLICE OPENINGS	40

GROUP ID NUMBER AND TITLE: GRP340, SUPERVISORY CABLE MAINTAINER

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 83% AFSC 17%

DAFSC DISTRIBUTION: 36154 (33%), 36174 (67%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 50 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 83 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 91 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 337

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	14
G PREPARING AND MAINTAINING WORK CABLES	13
C INSPECTING AND EVALUATING	12
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	10
J SPLICING CABLES	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A3 ASSIGN PERSONNEL TO DUTY POSITIONS	43
B77 SUPERVISE CABLE SPLICING SPECIALISTS (AFSC 36154)	39
C123 INSPECT TEST EQUIPMENT	39
E168 DATE AND CERTIFY AS-BUILT DRAWINGS	39
C105 INSPECT CABLE VAULTS, HANDHOLES, OR SPLICES	38

GROUP ID NUMBER AND TITLE: GRP175, JOURNEYMAN CABLE MAINTAINER II

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36134 (22%), 36154 (67%), 36153 (11%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF THREE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 140

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PREPARING AND MAINTAINING WORK CABLES	20
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	15
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	13
C INSPECTING AND EVALUATING	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C111 INSPECT MANHOLES OR UNDERGROUND CABLE SPLICES	100
G218 BACKFILL SPLICING PITS OR CABLE TRENCHES	100
G243 OPERATE SPLICER TRUCKS	100
I379 REMOVE OR INSTALL SPLICE CASES	100
J406 SPLICE PLASTIC-SHEATHED CABLES	100

GROUP ID NUMBER AND TITLE: GRP138, NCOIC, CABLE MAINTENANCE II

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 67% SAC 23%

DAFSC DISTRIBUTION: 36174 (78%), 36154 (22%), NO RESPONSE 11%

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE ONE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 211

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	14
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	13
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	12
G PREPARING AND MAINTAINING WORK CABLES	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A29 PLAN OR SCHEDULE WORK ASSIGNMENTS	100
C109 INSPECT IN-PROCESS WORK OR EQUIPMENT	100
E165 ANNOTATE, CORRECT, OR UPDATE PLANT-IN-PLACE RECORDS	100
I356 LOCATE CABLE ROUTES USING PLANT-IN-PLACE RECORDS	100
B77 SUPERVISE CABLE SPLICING SPECIALISTS (AFSC 36154)	78

GROUP ID NUMBER AND TITLE: GRP125, JOURNEYMAN CABLE MAINTAINER IV

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: AFCS 73% SAC 10% PACAF 4% NO RESPONSE 13%

DAFSC DISTRIBUTION: 36153 (4%), 36134 (22%), 36174 (74%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 10 PERCENT SUPERVISE AN AVERAGE OF ONE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 82 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 114

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PREPARING AND MAINTAINING WORK CABLES	20
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	18
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	15
J SPLICING CABLES	15

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H323 SPLICE COMMUNICATION CABLES	98
J389 FLASH TEST SPLICES	96
J413 TEST CABLES FOR SHORTS, CROSSES, GROUNDS, OR OPENS	96
J395 SET UP CABLES FOR SPLICING	93
J406 SPLICE PLASTIC-SHEATHED CABLES	93

GROUP ID NUMBER AND TITLE: GRP060, MISSILE SYSTEMS CABLE SPLICING
MAINTENANCE PERSONNEL

PERCENT OF SAMPLE: 17%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36133 (20%), 36153 (68%), 36173 (12%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE THREE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 63 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 78 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 98 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 140

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	19
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	15
G PREPARING AND MAINTAINING WORK AREAS	12
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	11
K INSTALLING SPLICE CASES, LOADING COILS, BUILDOUT CAPACITORS, AND ELECTRICAL SURGE ARRESTOR CABLE STUBS	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I379 REMOVE OR INSTALL SPLICE CASES	99
K421 INJECT EPOXY COMPOUNDS IN ATI GRIPPER ASSEMBLIES	98
K415 CLEAN SPLICE CASES OR PARTS	96
F217 WASH OR WAX VEHICLES OR TRAILERS	86
G241 LOAD OR OFF-LOAD TRUCKS	80

GROUP ID NUMBER AND TITLE: GRP162, JOURNEYMAN MISSILE SYSTEMS CABLE
SPLICER I

PERCENT OF SAMPLE: 11%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36133 (13%), 361543 (69%), 36173 (18%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE THREE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 84 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 83 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 225

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	18
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	15
G PREPARING AND MAINTAINING WORK AREAS	12
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	12
K INSTALLING SPLICE CASES, LOADING COILS, BUILDOUT CAPACITORS, AND ELECTRICAL SURGE ARRESTOR CABLE STUBS	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I379 REMOVE OR INSTALL SPLICE CASES	100
K415 CLEAN SPLICE CASES OR PARTS	100
M489 PERFORM OPERATIONAL CHECKS ON AIR-DRYERS	98
M463 ADJUST PRESSURE REGULATOR CONTROLS TO MAINTAIN CABLE PRESSURES	96
F217 WASH OR WAX VEHICLES OR TRAILERS	91

GROUP ID NUMBER AND TITLE: GRP174, TOOL CRIB SPECIALISTS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36133 (14%), 36153 (14%), 36173 (72%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 57 PERCENT SUPERVISE FOUR OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 86 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 87 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 240

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	12
G PREPARING AND MAINTAINING WORK AREAS	11
F MAINTAINING TOOLS AND EQUIPMENT	10
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F196 ISSUE SPECIAL PURPOSE TOOLS OR EQUIPMENT	100
F198 MAINTAIN BENCH STOCKS OR TOOL CRIBS	100
F201 MAINTAIN HAND TOOLS	100
F211 PREPARE HAND RECEIPTS ON TOOLS OR EQUIPMENT	100
G253 PREPARE MATERIALS FOR SPLICING OPERATIONS	100

GROUP ID NUMBER AND TITLE: GRP133, JOURNEYMAN MISSILE SYSTEMS CABLE
SPLICER II

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36133 (11%), 36153 (89%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 11 PERCENT SUPERVISE THREE SUBORDINATES

EXPRESSED JOB INTEREST: 87 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 77 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 112

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	29
K INSTALLING SPLICE CASES, LOADING COILS, BUILDOUT CAPACITORS, AND ELECTRICAL SURGE ARRESTOR CABLE STUBS	15
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	14
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I380 REMOVE OR INSTALL TAPE REFLECTIVE BANDING ON MARKER POLES	100
K419 FLASH TEST SPLICE CASES AFTER ASSEMBLY	100
K421 INJECT EPOXY COMPOUNDS IN ATI GRIPPER ASSEMBLIES	100
I432 INSTALL GRIPPERS OR BONDING STRAPS IN ATI CASES	100
K429 PREPARE ATI SPLICE CASES FOR INSTALLATION	100

GROUP ID NUMBER AND TITLE: GRP087, APPRENTICE MISSLE SYSTEMS CABLE
SPLICER

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36133 (14%), 36153 (86%)

AVERAGE GRADE: 3.0

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 57 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 71 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING COMMUNICATION CABLE TESTS AND CORRECTIVE FUNCTIONS	18
G PREPARING AND MAINTAINING WORK AREAS	16
M PRESSURIZING AND MAINTAINING CABLE PRESSURE SYSTEMS	15
K INSTALLING SPLICE CASES, LOADING COILS, BUILDOUT CAPACITORS, AND ELECTRICAL SURGE ARRESTOR CABLE STUBS	14
H INSTALLING COMMUNICATIONS SYSTEMS CABLES	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F217 WASH OR WAX VEHICLES OR TRAILERS	100
G241 LOAD OR OFF-LOAD TRUCKS	100
I379 REMOVE OR INSTALL SPLICE CASES	100
K421 INJECT EPOXY COMPOUNDS IN ATI GRIPPER ASSEMBLIES	100
K429 PREPARE ATI SPLICE CASES FOR INSTALLATION	100

GROUP ID NUMBER AND TITLE: GRP009, SUPERVISION AND MANAGEMENT

PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: SAC 58% AFCS 38% ATC 2% AFSC 2%

DAFSC DISTRIBUTION: 36133 (4%), 36153 (22%), 36173 (20%), 36154 (5%),
36174 (33%), 36194 (16%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 55 PERCENT SUPERVISE FIVE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 89 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 75 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	24
C INSPECTING AND EVALUATING	22
A ORGANIZING AND PLANNING	22
D TRAINING	12
E INTERPRETING AND MAINTAINING PUBLICATIONS, RECORDS, REPORTS, AND DIAGRAMS	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B54 DRAFT CORRESPONDENCE	73
A16 DETERMINE WORK PRIORITIES	58
A29 PLAN OR SCHEDULE WORK ASSIGNMENTS	55
A26 PLAN OR PREPARE BRIEFINGS	54
B46 CONDUCT TEAM BRIEFINGS OR DEBRIEFINGS	53

GROUP ID NUMBER AND TITLE: GRP070, NCOIC, CABLE SPLICING

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: AFCS 61% SAC 36% AFSC 4%

DAFSC DISTRIBUTION: 36133 (7%), 36153 (4%), 36173 (11%), 36154 (4%),
36174 (43%), 36194 (31%)

AVERAGE GRADE: 7.0

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE THREE OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 89 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 96 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 93 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 118

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	26
B DIRECTING AND IMPLEMENTING	24
A ORGANIZING AND PLANNING	19
D TRAINING	12
E INTERPRETING AND MAINTAINING PUBLICATIONS, RECORDS, REPORTS, AND DIAGRAMS	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A29 PLAN OR SCHEDULE WORK ASSIGNMENTS	100
B48 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	96
B54 DRAFT CORRESPONDENCE	96
B69 PREPARE REQUESTS FOR SUPPLIES OR EQUIPMENT	93
C109 INSPECT IN-PROCESS WORK OR EQUIPMENT	93

GROUP ID NUMBER AND TITLE: GRP069, OJT/TRAINER/SUPERVISOR

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 71% SAC 29%

DAFSC DISTRIBUTION: 36173 (29%), 36173 (29%), 36194 (42%)

AVERAGE GRADE: 7.0

AMOUNT OF SUPERVISION: 71 PERCENT SUPERVISE FOUR OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	33
C INSPECTING AND EVALUATING	27
A ORGANIZING AND PLANNING	25
D TRAINING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A20 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI) OR MAINTENANCE OPERATING INSTRUCTIONS (MOI)	100
B48 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	100
C91 EVALUATE INSPECTION REPORTS OR PROCEDURES	100
V84 ANALYZE WORK LOAD REQUIREMENTS	86

GROUP ID NUMBER AND TITLE: GRP084, QUALITY CONTROL SUPERVISORS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 71% AFCS 29%

DAFSC DISTRIBUTION: 36153 (14%), 36173 (43%) 36174 (43%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 71 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 89

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	49
E INTERPRETING AND MAINTAINING PUBLICATIONS, RECORDS, REPORTS, AND DIAGRAMS	10
A ORGANIZING AND PLANNING	9
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C94 EVALUATE MAINTENANCE TEAM OR INDIVIDUAL PERFORMANCES	100
C102 INSPECT AND REPORT EVIDENCES OF CORROSION	100
C109 INSPECT IN-PROCESS WORK OR EQUIPMENT	100
C110 INSPECT INSTALLED CABLE PRESSURE SYSTEM EQUIPMENT OR COMPONENTS	100
C127 INSPECT WORK AREAS FOR HAZARDOUS WORKING CONDITIONS	100

GROUP ID NUMBER AND TITLE: GRP036, NCOIC, CABLE AFFAIRS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC 100%

DAFSC DISTRIBUTION: 36153 (38%), 36173 (38%), 36154 (12%), 36174 (12%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 37 PERCENT SUPERVISE TWO OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 62 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 75 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 37 PERFECT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E INTERPRETING AND MAINTAINING PUBLICATIONS, RECORDS, REPORTS, AND DIAGRAMS	29
A ORGANIZING AND PLANNING	21
B DIRECTING AND IMPLEMENTING	19
F MAINTAINING TOOLS AND EQUIPMENT	14

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A23 OBTAIN RIGHT-OF-WAY, ROAD PERMITS, OR OTHER CLEARANCES	100
A7 COORDINATE CABLES INSTALLATION OR MAINTENANCE WITH CONTRACTORS	87
I356 LOCATE CABLE ROUTES USING PLANT-IN-PLACE RECORDS	87
E172 INTERPRET CIRCUIT IDENTIFICATION OR PLANT-IN PLACE RECORDS	75
E173 MAINTAIN CABLE RECORDS OR DIAGRAMS	75

GROUP ID NUMBER AND TITLE: GRP011, WORKLOAD CONTROLLERS

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC 78% AFCS 22%

DAFSC DISTRIBUTION: 36133 (7%), 36153 (50%), 36173 (21%), 36154 (14%),
36174 (8%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 43 PERCENT SUPERVISE TWO OR MORE SUBORDINATES

EXPRESSED JOB INTEREST: 57 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 64 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	35
B DIRECTING AND IMPLEMENTING	32
E INTERPRETING AND MAINTAINING PUBLICATIONS, RECORDS, REPORTS, AND DIAGRAMS	12
C INSPECTING AND EVALUATING	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B46 CONDUCT TEAM BRIEFINGS OR DEBRIEFINGS	86
A16 DETERMINE WORK PRIORITIES	62
A29 PLAN OR SCHEDULE WORK ASSIGNMENTS	50
B50 DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	50
E190 PROCESS WORK ORDERS	43

GROUP ID NUMBER AND TITLE: GRP038, TECHNICAL SCHOOL STAFF

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC 100%

DAFSC DISTRIBUTION: 36153 (10%), 36173 (10%), 36154 (60%), 36174 (20%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY INTERESTING
TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 12

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	71
F MAINTAINING TOOLS AND EQUIPMENT	22

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
D138 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	90
D149 EVALUATE PROGRESS OR RESIDENT COURSE STUDENTS	90
D152 INVENTORY TECHNICAL TRAINING COURSE TOOLS AND EQUIPMENT	90
D141 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	80
D133 ADMINISTER OR SCORE TESTS	70